



Physics Division Planning Process

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Director's Annual Review

November 6 & 7, 2002

Planning Process – Major elements



- ✓ Science-driven process led by informed staff deeply involved in the community
- ✓ Internal organization by experimental groups reflects community priorities ~automatically
- ✓ Internal advisory committee and group leaders along with Division Director play a key role
- ✓ Specific topics handled ad hoc by working groups, committees



Science-Driven

- All the staff deeply shares the common goal of advancing particle physics – greatly eases ‘management’ problems
- Our heavy involvement in doing science means we are well-informed about the latest developments – adjust our contributions to match our capabilities
- Heavy participation in community-driven long-range planning exercises and HEPAP gives us important information we need to inform our choices

We are able to Listen, Judge, and Take Advice

Internal Organization



- We are organized according to experimental groups (not PI's)
- Many implications follow from this, most good, some bad
 - Groups seek to maximize our impact on the experiment
 - Groups can see weakness in the collaboration's approach and fix them early
 - Future planning well aligned to the collaboration's needs
 - External world can pressure our program sometimes too easily...
- Group leaders are given (mostly)* the responsibility and authority to carry out their respective research programs

*counterbalanced by Staff Committee to independently monitor progress of postdocs, hiring process

Internal Leadership



- **Meetings of Physics Planning Panel and group leaders to address broader issues:**
 - Budget impact
 - Partnership to other Divisions at LBNL (Engineering, NERSC)
 - Hiring plans
 - etc.
- **Broader staff and Senior Staff meetings to discuss problems and prospects; hiring**
 - Campus and Lab hiring individual cases
 - Safety, Diversity, etc.
 - Budget impacts, help to the group leaders
 - General discussions on the future – survey and discussion last Spring of future directions.

Specific Topics



- When the need arises, specific topics are handled by
 - Ad hoc Committees – ‘Small experiments Review’, chair, Pripstein
 - Working Groups – Neutrino Study Group (Joint PD, AFRD, NSD)
 - Management groups – General Sciences Planning Group
- Projects have additional oversight from the Laboratory Projects Office (Kem Robinson) and regular ‘Headlines’ meetings with Division Director
 - SNAP
 - ATLAS
 - ICE³
- ‘Help’ from the Division Director
 - Psychological counseling
 - Run IIb

Crisis Planning



During the (continuing) funding crisis that 'started' last spring:

- Tighter central budget controls for travel and purchases
 - Loken – travel
 - Cahn – purchases
- Hiring freeze; RIF plans – broad outlines discussed with Group leaders and Senior staff, detailed plans by Loken, Cahn, Siegrist
 - Seek to return full control to groups ASAP
- Impact of further cuts will deeply dismantle our physics program.

Spring '02 Planned Staff Reduction Summary



Senior Staff	3
Faculty	2
Staff Scientists	1
rehired retirees	11
Postdocs	5
Tech staff	4
Term tech staff	1
NERSC	3
students	4
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Eventual labor reduction from base \$2.5M
(Less than \$2M in immediate cuts, M&S funding very tight)

Future Initiatives - why bother?



- ✓ Science keeps moving, so should we
- ✓ Lab LDRD a tremendous resource for us – only practical path to develop new directions
- ✓ Greatly increased proposal writing activity in the Division – key areas being supported by multiple agencies (ATLAS, SCP/SNAP, CMB)
- ✓ We cannot afford to miss opportunities for joint work with other Divisions at LBNL, as long as it feeds our science.